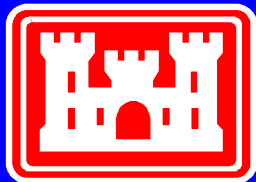


3rd Quarter 97

Directorate of Human Resources



Directorate of Human Resources















Index of Indicators

Indicator Number	Indicator Title	Rating	Status	Slide Number
HRSUM1 HRSUM2	Command Overview		I	3&10
HR01	Supervisor-Employee Ratio	Green	Info Only	3-9
HR02	Mil High Grade Status	Amber	Info Only	11-14
HR02	Civ High Grade Status	Green	Info Only	11-14

B - Brief I - Information S - Special Interest N - Not Addressed

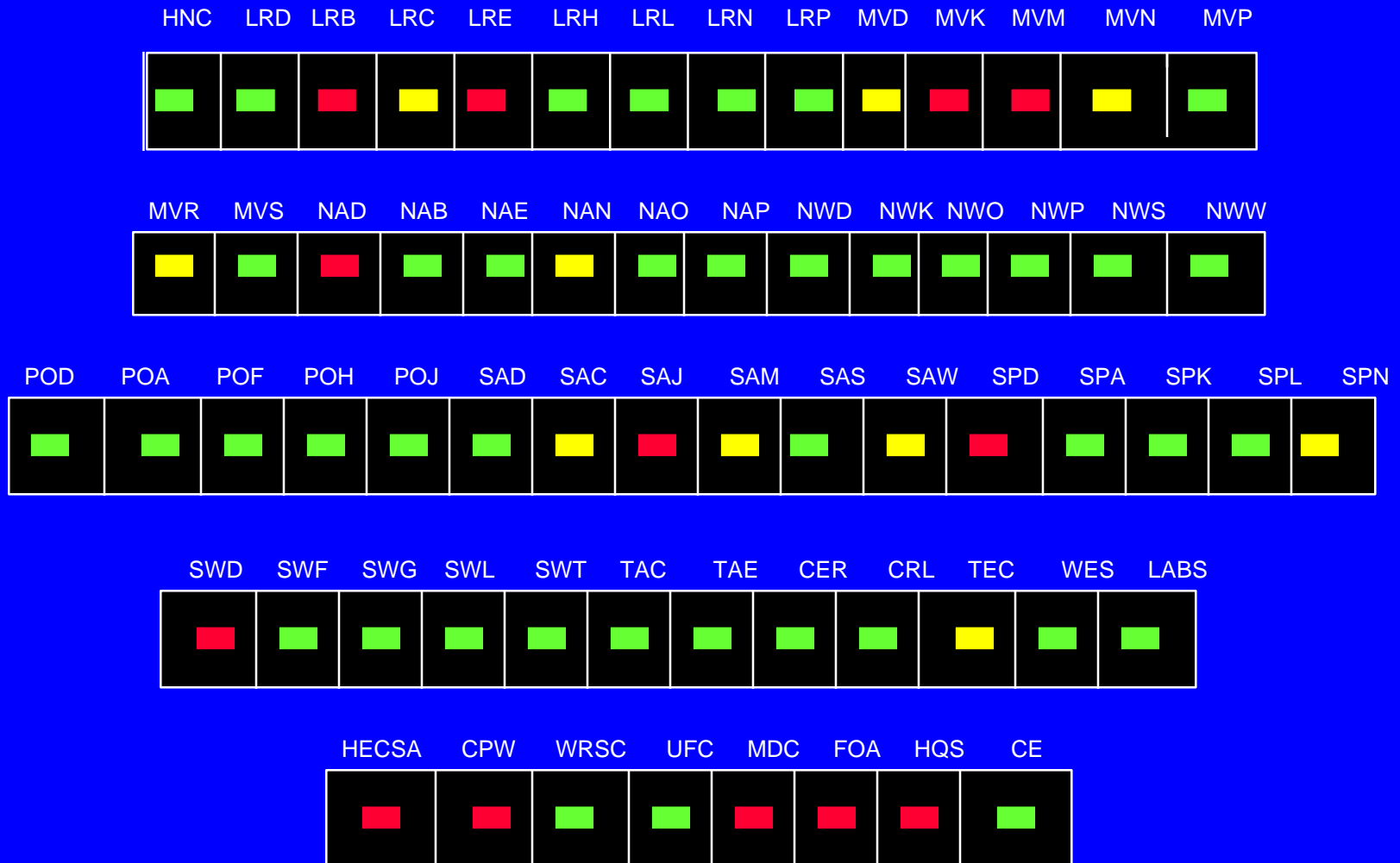
Command Overview

Supervisory Ratio

	HNC	LRD	MVD	NAD	NWD	POD	SAD	SPD	SWD	TAC	LABS	FOA	HQ	CE
S-E Ratio														

	Satisfactory		Marginal		Unsatisfactory
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Supervisor-Employee Ratio



Supervisory Ratios



Supervisor-Employee Ratio

Elements	# Supervisors	# Employees	Ratio	Prior Ratio
HNC	59	523	8.9	8.4
LRD	18	164	9.1	8.9
LRD-R	9	76	8.4	8.8
LRB	46	273	5.9	5.8
LRC	24	205	8.5	8.2
LRE	72	502	7.0	6.8
LRH	83	1006	12.1	11.5
LRL	124	1245	10.0	9.7
LRN	86	824	9.6	9.1
LRP	91	895	9.8	9.5
MVD	19	160	8.4	7.8
MVM	88	636	7.2	7.4
MVN	154	1219	7.9	8.8
MVR	108	879	8.1	7.7
MVS	78	860	11.0	9.1
MVP	79	727	9.2	8.2
MVK	166	1212	7.3	7.2
NAD	15	100	6.7	7.1
NAB	152	1328	8.7	8.4
NAE	61	637	10.4	8.0
NAN	81	649	8.0	7.5
NAO	49	432	8.8	8.5
NAP	62	538	8.7	7.7

Supervisor-Employee Ratio

Elements	# Supervisors	# Employees	Ratio	Prior Ratio
N W D	15	129	8.6	8.0
N W D -R	11	96	8.7	9.1
N W K	93	909	9.8	8.0
N W O	151	1454	9.6	9.0
N W P	125	1176	9.4	8.6
N W S	86	796	9.3	8.6
N W W	69	614	8.9	8.3
P O D	52	448	8.6	8.7
P O A	39	431	11.1	10.4
P O F	23	257	11.2	10.0
P O J	30	264	8.8	9.1
S A D	8	98	12.3	12.4
S A C	20	166	8.3	7.8
S A J	99	701	7.1	7.2
S A M	171	1373	8.0	7.7
S A S	118	1050	8.9	8.5
S A W	50	412	8.2	7.4
S P D	19	140	7.4	8.0
S P A	35	345	9.9	8.3
S P L	85	770	9.1	8.7
S P K	108	997	9.2	8.1
S P N	35	294	6.4	7.9
S W D	18	127	7.1	7.9
S W F	114	1020	9.0	8.1
S W G	38	369	9.7	9.4
S W L	75	831	11.1	9.4
S W T	112	997	8.9	8.3

Supervisor-Employee Ratio

Elements	# Supervisors	# Employees	Ratio	Prior Ratio
TAC	33	312	9.4	9.5
TAE	36	320	8.9	8.3
TEC	43	354	8.2	7.9
WES	105	1198	11.4	11
CRL	26	326	12.5	12.1
CER	24	324	13.5	13.3
HEC	33	182	5.5	5.5
CPW	25	160	6.4	6.0
WRSC	15	149	9.9	10.0
UFC	8	114	14.3	NR
MDC	4	25	6.3	NR
HQS	112	823	7.4	7.1
CE	3,987	35,641	8.9	8.5

Supervisor-Employee Ratio

PROGRAM GOAL: One supervisor for ten non-supervisors (1:10 ratio) by FY 99

CURRENT YEAR OBJECTIVES: Reach a 1:8.6 ratio.

END OF YEAR PREDICTION: The Command will slightly exceed the objective.

CURRENT STATUS: 3,987 supervisors and 34,354 non supervisors (1:8.9 ratio)

HNC 1:8.9 LRD 1:9.4 MVD 1:8.2 NAD 1:8.8 NWD 1:9.4 POD 1:9.7 SAD 1:8.2

SPD 1:9.0 SWD 1:9.4 TAC 1:9.2 LABS 1:11.1 FOA 1:7.4 HQS 1:7.4 CE 1:8.9

IMPACT ASSESSMENT: This year-end goal is a step toward the FY98 goal of 1:9.3 and the FY99 goal of 1:10.

ANALYSIS AND CORRECTIVE ACTION: The command reduced 67 supervisors. This plus seasonal employment, resulted in exceeding our end FY goal. This should not induce complacency. Next year will see further reductions of permanent employees and elimination of supervisors will become more difficult. Continued Command attention will be necessary to reach the FY 99 goal.



































AS OF: 30 June 1997

POC: Kent Dittmer. (202) 761-1769

ASSESSMENT: Green

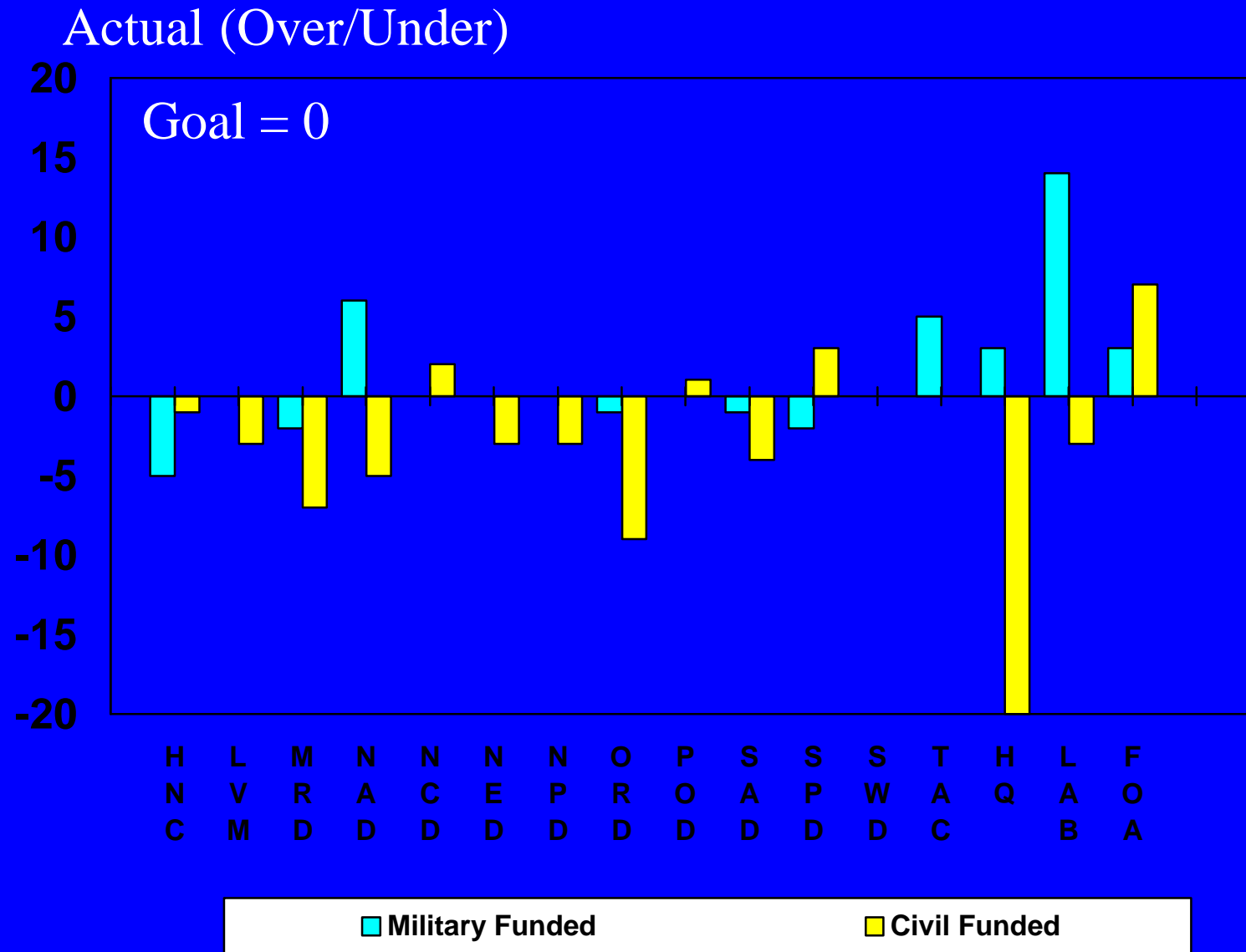
Command Overview

High Grades

	HNC	LMV	MRD	NAD	NCD	NED	NPD	ORD	POD	SAD	SPD	SWD	TAC	Labs	FOA	HQ	CE
High Grades																	
Mil-Funded																	
Civ-Funded																	

	Satisfactory		Marginal		Unsatisfactory
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High Grade Status



High Grade Status

PROGRAM GOAL: Maximum use of high grade allocations without exceeding plan.

CURRENT YEAR OBJECTIVES: Have actual high grade strength match allocations in keeping with the civilian employment plan.

CURRENT STATUS: Overall, USACE is 45 under for civil funded high grade targets and 18 over military funded allocations.

IMPACT ASSESSMENT: During the last quarter we have made measurable progress towards our yearend military funded ceiling. Continued underutilization of civil funded targets suggests a need for reevaluation.

ANALYSIS AND CORRECTIVE ACTION: This chart depicts the extent to which organizations are above or below their allocation of GS/GM-14-15s and military funded SESs. Because allocations were issued to divisions under the old configuration, we can only measure progress toward those year end goals. A needs based allocation will be issued with FY98 program guidance.

AS OF: 30 June 1997

POC: Fred Hubley, 202-761-1735

ASSESSMENT: Amber for Military Funded

Green for Civil Funded

High Grade Status

Division	Military Funded		Civil Funded		Total	
	Alloc	Act	Alloc	Act	Alloc	Act
HND	44	39	2	1	46	40
LMV	1	1	121	118	122	119
MRD	46	44	46	39	92	83
NAD	48	54	86	81	134	135
NCD	1	1	74	76	75	77
NED	1	1	18	15	19	16
NPD	24	24	94	91	118	115
ORD	13	12	94	85	107	97
POD	37	37	3	4	40	41

High Grade Status

Division	Military Funded		Civil Funded		Total	
	Alloc	Act	Alloc	Act	Alloc	Act
SAD	41	40	93	89	134	129
SPD	23	21	53	56	76	77
SWD	32	32	74	74	106	106
TAC	40	45	0	0	40	45
HQ	194	197	260	240	454	437
LABS	184	198	95	92	279	290
FOA	44	47	41	48	85	95
TOT	775	793	1154	1109	1929	1902